INTRODUCTION:
As employees of the Smyrna School District, it is very important that we all work together as a team to strive for the success of our school district. As members of that team it is very important that we are ready to work safely, productively and efficiently everyday. The use of drugs and alcohol greatly reduces the ability of those who abuse them to work productively and efficiently and, therefore, threatens the safety and security of all our jobs. It is necessary for the protection of all to implement a Drug and Alcohol Policy. We believe that this program, with everyone’s full cooperation, will benefit each of us.

POLICY:

EMPLOYEE DRUG USE

The Smyrna Board of Education believes that the school environment should promote learning, physical and emotional growth, socialization, and individual development. It also believes that alcohol and/or drugs adversely affect these disciplines. Therefore, possession, use, and/or distribution of alcohol and/or unauthorized drugs, or drug paraphernalia shall be prohibited within the school environment.

Regulations, Procedures, and Programs Will be Developed:

1. To prevent drug and alcohol use in the Smyrna school environment.
2. To encourage employees with drug and alcohol use problems to seek voluntary assistance, counseling, and rehabilitation.
3. To meet problems of alcohol and drug use in the Smyrna school environment in a forthright and positive manner through progressive and corrective disciplinary actions.

The Smyrna School District is interested in helping those employees who may have a drug and/or alcohol problem. The end result of this program is not to discharge employees but also not to let this problem destroy their careers. An assistance program will be created on an individual and confidential basis for those employees who are suffering from drug/alcohol problems.

Definitions:

1. **Drug**: Any chemical substance that produces physical, mental, emotional, or behavioral change in user.

Drugs include all alcoholic beverages, narcotics, analgesics, stimulants, depressants, including marijuana, hashish and otherwise controlled substances or medications other than those sold to the public on a non-prescription basis or those prescribed to the employee by a licensed physician.
2. **Possession**: Implies that an employee has unauthorized drugs on his/her person or with his/her personal property or under his/her control by placement of and knowledge of the whereabouts of same within the school environment or during school-related activities.

Not included as “in possession” is any substance that has been prescribed by a licensed physician and is present only in the dosage or amounts prescribed for the person.

3. **Use**: Implies that an employee is reasonably known to have assimilated an unauthorized drug or is reasonably found to be under the influence of same within the school environment or during a school-related activity.

4. **Distribution or Sale**: Implies the transfer of unauthorized drugs or lookalike substances to any other person with or without the exchange of money or other valuable consideration. The receiving party shall be considered as “in possession”.

5. **Unauthorized**: That which is prohibited by the Superintendent of Schools and/or government.

6. **School Environment**: Within or on school property, and/or school sanctioned and/or supervised activities.

7. **Prescription Drug**: A controlled substance dispensed directly by a medical practitioner or by a pharmacy with a written prescription from the practitioner.

8. **Non-Prescription Drug**: A non-controlled substance used for medical reasons.

9. **Drug Paraphernalia**: Paraphernalia includes objects used to manufacture, compound, convert, produce, process, prepare, analyze, pack, repack, store, conceal, inject, ingest, inhale or otherwise provide a means to enter the human body.

   It is unlawful for any person to use, or to possess with intent to use, drug paraphernalia (Chapter 47, Uniform Controlled Substances Act, Subchapter V, §477l).

10. **Inservice Days**: During the regular work hours of 8:00 a.m. to 3:30 p.m. consumption of alcoholic beverages will be prohibited.

**Prescription Drugs**:

Employees currently taking a prescribed medication from their own physician must carry it in the labeled container provided by a licensed pharmacist.

All medication must be kept in its original container (Chapter 47, Uniform Controlled Substances Act, Subchapter 4, §4758).

**Zero Tolerance**:

It is against the law for anyone to possess illegal substances. All cases must be reported to the police.
DISCIPLINE:

1. Possession, sale, or distribution of drugs or drug paraphernalia in the school environment will:

   a. Result in suspension, pending a School Board hearing, with consideration of further disciplinary action, including discharge.

      The School Board hearing will take place no later than ten working days from the first suspension day. The hearing date can be extended at the suspended employee’s request up to five extra working days. The employee may have Association representation at the hearing.

   b. Result in a report of the incident to the police.

2. Suspicion of reporting to work under the influence or being under the influence of drugs/alcohol while on the job will be addressed through the procedure and consequences as outlined below.

   a. Drug and Alcohol Testing Procedures

   STATEMENT OF PURPOSE
   Employees are the District's most valuable resource and their health and safety is therefore a serious concern. Furthermore, substance abuse education is one of the District's most important missions. It is not enough for staff to instruct students regarding substance abuse. District staff must lead by example. Finally, employees have the right to work in an alcohol and drug-free environment and to work with persons free from the effects of alcohol and drugs.

   Each employee shall be provided with a copy of these procedures. The District will also offer training for each employee regarding substance abuse.

   ASSISTANCE IN OVERCOMING ALCOHOL OR DRUG ABUSE FOR EMPLOYEES WHO VOLUNTARILY SEEK HELP
   Early recognition of alcohol or drug abuse is important for successful rehabilitation, the affected employee's productivity, and reduced personal, family, and social disruption. Whenever feasible, the District will assist employees in overcoming drug or alcohol abuse. However, the decision to seek diagnosis and accept treatment for alcohol or drug abuse is primarily the individual's responsibility.

   The District recognizes substance abuse is a medical problem which can be successfully treated. Most substance abusers, however, deny they have a problem, and ordinarily do not seek treatment voluntarily. This denial is the most significant obstacle to successful treatment.

   Employees with alcohol or drug abuse problems may request the confidential assistance of the Assistant Superintendent. Employees may seek help without the approval of their supervisor. The Assistant Superintendent provides assistance on a strictly confidential basis and
refers employees to the appropriate counseling and treatment services. Employees who voluntarily request assistance in dealing with an alcohol or drug abuse problem may do so without jeopardizing continued employment. Information disclosed in the process of seeking assistance will not serve as a basis for discipline. Disciplinary action for violation of the District's policies on alcohol and drug abuse will not be reduced if an employee requests assistance after being asked to submit a blood and/or urine specimen.

If an employee seeks assistance, such an employee shall consult with a public or private substance abuse counseling or assessment center and obtain a recommendation as to an appropriate rehabilitation program. The employee may be placed on leave for a time period necessary to successfully complete the recommended rehabilitation program. Such an employee must:

1) Provide the Assistant Superintendent with proof of enrollment in the recommended alcohol or drug abuse rehabilitation program and proof of attendance at all required sessions.

2) Pay for all costs of rehabilitation which are not covered by the employee's health insurance plan.

**PROHIBITIONS**

Pursuant to the Board's Drug Free Work Place Policy, the possession, use, manufacture, distribution, dispensation or sale of illegal drugs, or drug paraphernalia in the workplace is prohibited. The Board's Alcohol Free Work Place Policy also prohibits the use, sale or manufacture of alcohol at any time in the workplace, on school property, and in State owned or leased vehicles. Further, the District prohibits possession of alcohol in all its facilities, in State owned, District owned or leased vehicles, and in private vehicles when used to transport students. In addition, an employee is subject to disciplinary action if the employee is under the influence of alcohol in the workplace or tests positive for use of an illegal drug. For purposes of this policy, "workplace" shall be defined as during regular scheduled work hours or any time an employee is responsible for any District student including but not limited to the following: (a) field trips; (b) after school activities (e.g. sports, student dances, etc.); or (c) on District property, including State-owned vehicles.

**REASONABLE SUSPICION**

1) With the exception of bus drivers who are engaged in a safety sensitive activity, an employee will be tested only if two administrators agree that there is reasonable suspicion to believe the employee is under the influence of alcohol or an illegal drug in the workplace, or if there is reasonable suspicion to believe the employee used alcohol or an illegal drug in the workplace. In the case of bus drivers, such employees may be tested in accordance with the applicable State Board regulations. This includes the requirement a bus driver who has been suspended due to a positive test for alcohol or drugs must submit to a test prior to returning to work, and the bus driver shall not return to work unless such a test is negative.
2) A determination there is reasonable suspicion to believe an employee is "under the influence" shall be based upon objective factors including, but not limited to, the following: odor of alcohol on the employee's breath, slurred speech, unsteady or erratic movements.

3) One of the administrators who determines there is reasonable suspicion to believe an employee is under the influence shall, within one workday of the time the employee is tested for alcohol and/or drugs, prepare a written report listing the objective factors supporting the reasonable suspicion.

**TESTING**

If there is a determination there is reasonable suspicion to believe an employee is under the influence, no discipline shall be imposed in the absence of a confirmatory test. If the District decides to pursue a confirmatory test, the District shall adhere to the following procedure:

1) The employee will be asked, with due regard for privacy, to submit a blood and/or urine specimen at a local collection site for alcohol and drug testing. An administrator will accompany the employee to the local collection site.

2) With regard to alcohol, a positive test result shall be alcohol concentration of .02, or more. Alcohol concentration of .02, or more, means alcohol in a sample of an employee’s blood equivalent to .02, or more, grams of alcohol per hundred milliliters of blood; or an amount of alcohol in a sample of an employee’s breath (measured by the Omicron Intoxilizer Test) equivalent to .02 or more grams per two hundred ten liters of breath.

3) With regard to illegal drugs, discipline will be imposed if a National Institute on Drug Abuse certified laboratory confirms an initially positive test result by gas chromatography/mass spectrometry (GC/MS) using the following cutoff levels for its confirmation test:

<table>
<thead>
<tr>
<th>Substance</th>
<th>Confirmation Test (ng/ml)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cannabinoids Metabolite</td>
<td>15</td>
</tr>
<tr>
<td>Cocaine Metabolite</td>
<td>150</td>
</tr>
<tr>
<td>Opiate</td>
<td>300</td>
</tr>
<tr>
<td>Phencyclidine</td>
<td>25</td>
</tr>
<tr>
<td>Amphetamines</td>
<td>500</td>
</tr>
</tbody>
</table>

These five drugs or classes of drugs, as well as the confirmatory test levels, are taken from the U.S. Department of Transportation Drug Testing Procedures. If the Department of Transportation changes its Drug Testing Procedures by adding drugs or classes of drugs, these Procedures shall be modified to add such drugs or classes of drugs, including the confirmatory test levels adopted by the Department of Transportation.

4) The costs of testing will be paid by the District.

5) If an employee is tested, the employee shall be suspended with pay pending the District’s determination.
6) The District shall make a determination as soon as practicable.

7) The imposition of discipline, if any, shall occur only after confirmation of the applicable test.

Employee Drug and Alcohol Policy

8) If the drug and/or alcohol test is negative, there shall be no reference to such a test in the employee's personnel file.

CONSEQUENCES OF A POSITIVE TEST

The discipline for an employee who tests positive for drugs, is set forth below:

<table>
<thead>
<tr>
<th>Violation</th>
<th>Discipline</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Positive test for drugs</td>
<td>Appropriate discipline which may include termination, but at a minimum suspension without pay for up to 90 work days and participation in a substance abuse program</td>
</tr>
</tbody>
</table>

2. If the results of an employee's test for drugs are not a complete negative, but fall below the threshold for discipline, a record of those results shall be placed in the employee's file for a period of two years only. The employee would have the right to attach to those results a description of the circumstances surrounding the results of that test. If the employee were to come under reasonable suspicion and be tested again during that two year period, the following would apply:

- If the results of the second test are negative, no further action would occur and the original results would be removed from the employee's file at the end of the original two years.
- If the results of the second test were as the first test (not a complete negative but below the threshold), the employee would be subject to mandatory evaluation and completion of an education program and/or treatment if recommended by an agency approved by the state of Delaware, Department of Public Safety, Office of Highway Safety.
- If the results of the second test were positive (above the threshold), and depending on the circumstances surrounding both tests, the first test results would be considered in deciding the discipline for the positive test.

The discipline for an employee who tests positive for alcohol is set forth below. For purposes of this section, a "second offense" is any incident within 5 years of the 1st offense. A "third offense" is any incident within 5 years of the 2nd offense.

<table>
<thead>
<tr>
<th>Violation</th>
<th>Discipline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blood Alcohol Concentration (BAC) of less than or equal to .02</td>
<td>Employee is sent home and charged one day personal leave. Mandatory evaluation and completion of education</td>
</tr>
</tbody>
</table>
SECOND OFFENSE
Employee is suspended for 5 days without pay. Mandatory evaluation and completion of education program and/or treatment if recommended by an agency approved by the state of Delaware, Department of Public Safety, Office of Highway Safety.

THIRD OFFENSE
Employee is suspended a minimum of 90 work days with the possibility of termination. If not terminated, the employee must also complete education program and/or treatment if recommended by an agency approved by the state of Delaware, Department of Public Safety, Office of Highway Safety.

FIRST OFFENSE
Employee is suspended for 5 days without pay. Mandatory evaluation and completion of education program and/or treatment if recommended by an agency approved by the state of Delaware, Department of Public Safety, Office of Highway Safety.

SECOND OFFENSE
Employee is suspended a minimum of 90 work days with the possibility of termination. If not terminated, the employee must also complete education program and/or treatment if recommended by an agency approved by the state of Delaware, Department of Public Safety, Office of Highway Safety.

THIRD OFFENSE
Termination

FIRST OFFENSE
Employee is suspended a minimum of 90 work days with the possibility of termination. If not terminated, the employee must also complete education program and/or treatment if recommended by an agency approved by the state of Delaware, Department of Public Safety, Office of Highway Safety.
SECOND OFFENSE
Termination
Employee is suspended a minimum of 90 work days with the possibility of termination. If not terminated, the employee must also complete education program and/or treatment as recommended by an agency approved by the state of Delaware, Department of Public Safety, Office of Highway Safety.

REFUSAL TO SIGN THE CONSENT FORM AND SUBMIT TO THE TESTING

An Administrator shall obtain the individual's signature on a Confidential Medical Questionnaire and Consent Form (Attachment No. 1) and provide the individual with a copy of the form, prior to taking the employee to the collection site. If an employee refuses to sign the consent form and submit to the testing when there is reasonable suspicion for testing the employee, such a refusal shall be deemed a positive test result.

BREATH TESTING PROCEDURES

1. Only qualified operators of the Omicron Intoxilizer Test shall sample employee’s breath.

2. The administrator who accompanied the employee to the test site shall call a friend, relative or taxi to take the employee home.

BLOOD TESTING PROCEDURES

1. Only authorized personnel at the local collection site shall conduct blood testing. Collection site personnel will draw 5 to 7 milliliters of blood from the individual into a tamper-proof vacutainer bag.

2. Both collection site personnel and the employee shall keep the specimen in view at all times prior to its being sealed and labeled. The employee shall observe the sealing process.

3. Collection site personnel shall place securely on the side of the vacutainer bag an identification label which includes the date, the specimen number and the employee's name. The employee shall observe the application of this label and shall then initial the label as certification it is the specimen the employee provided. Collection site personnel shall note any unusual behavior on the chain of custody form.

4. The employee shall then sign the chain of custody form, which states the date, collection site, the names of the collection site personnel, and the employee's name and specimen number, and which verifies the blood specimen has been in the employee's view continuously from the time of collection until he or she initialed the label.

5. The administrator who accompanied the employee to the local collection site shall call a friend, relative or taxi to take the employee home.

URINE SPECIMEN COLLECTION PROCEDURES
1. Collection site personnel shall direct the individual to remove any unnecessary outer garments, such as a coat or jacket, that might conceal items or substances that could be used to tamper with or adulterate the urine specimen. Collection site personnel will further direct the individual to put aside all personal belongings, such as a purse or briefcase. The individual may retain his or her wallet.

2. In order to deter adulteration of the urine specimen by substances concealed in the individual's hands or under the individual's fingernails, collection site personnel shall instruct the individual to wash his or her hands prior to urination. After washing hands, the individual shall remain in the presence of collection site personnel and shall not have access to purses or briefcases or to water fountains, faucets, soap dispensers, cleaning agents or any other materials which could be used to adulterate the specimen. Collection site personnel shall note any unusual behavior on the chain of custody form.

3. The individual may provide the urine specimen in the privacy of a stall or otherwise partitioned area assuring privacy. If there is a toilet in such an area, toilet bluing agents shall be placed in the toilet tank so the reservoir of water in the toilet bowl always remains blue. Collection site personnel shall note any unusual behavior on the chain of custody form.

4. Upon receiving the specimen from the individual, collection site personnel shall determine it contains at least 60 milliliters of urine. If the specimen does not contain at least 60 milliliters of urine, collection site personnel should provide the individual with 8 ounces of fluid every 30 minutes until urination occurs.

5. Immediately after the specimen is collected, collection site personnel shall inspect the specimen to determine its color, temperature and any signs of contamination. Collection site personnel should note any unusual findings on the chain of custody form. Collection site personnel shall forward all specimens to the laboratory for testing even if the specimen may be adulterated.

6. Both collection site personnel and the individual shall keep the specimen in view at all times prior to its being sealed and labeled. If collection site personnel transfer the specimen to a second bottle, the individual shall observe the transfer of the specimen.

7. Collection site personnel shall place a tamperproof seal over the bottle cap and down the sides of the bottle. The individual shall observe this sealing process.

8. Collection site personnel shall place securely on the side of the bottle an identification label which contains the date, the specimen number and the individual's name. The individual shall observe the application of this label and shall then initial the label as certification that it is the unadulterated specimen the employee provided.

9. The individual shall then sign the chain of custody form, which states the date, collection site, the names of the collection site personnel, and the individual's name and specimen number, and which verifies the urine specimen was in the individual's view continuously from the time
of collection until the employee initialed the label affixed to the bottle. The form shall also verify that the identified specimen is the unadulterated specimen.

Employee Drug and Alcohol Policy 4139

CHAIN OF CUSTODY AND SHIPMENT OF URINE OR BLOOD SPECIMEN

1. Collection site personnel must complete the chain of custody form in order to maintain control and accountability of each urine or blood specimen from the point of collection to receipt of test results.

2. The chain of custody form shall document each time a specimen is handled or transferred and the reason for such handling or transfer, and shall identify every individual in the chain. Collection site personnel shall minimize the number of persons handling a specimen.

3. Collection site personnel shall ship the collected specimen to Medlab for testing within 24 hours of collection. Collection site personnel shall place the specimen in a container designed to minimize the possibility of damage during shipment and shall securely seal the container to eliminate the possibility of undetected tampering. On the tape sealing the container, collection site personnel shall sign and enter the date. Collection site personnel shall attach the chain of custody form and the Confidential Medical Questionnaire and Consent Form to the sealed container prior to shipment.

4. Collection site personnel shall secure the sealed container to prevent unauthorized access during temporary storage before shipment.

5. Collection site personnel shall not permit any unauthorized person access to any part of the collection site area when blood or urine specimens are collected or temporarily stored.

TESTING STANDARDS

1. Laboratory Qualifications. The District retained the services of Medlab as a collection site. The Medlab collection site will ship the collected specimen to the Medtox laboratories for testing. Medtox is one of the nation's premier forensic toxicology laboratories and has extensive experience in occupational alcohol and drug testing. The U.S. Department of Health and Human Services has certified the laboratory as meeting the highest standards of forensic toxicology. The National Institute on Drug Abuse regularly inspects and submits the laboratory to blind performance testing.

3. **Blood Test and Breath Test.** A positive result shall be blood alcohol concentration of .08%, or more. If the State reduces the standard for determining when a person is operating a motor vehicle under the influence to alcohol concentration of .08, or more, a positive test under this policy shall be alcohol concentration of .06, or more.

4. **Initial Test (Urine).** Medtox uses an immunoassay which has been approved for commercial use by the U.S. Food and Drug Administration.

Employee Drug and Alcohol Policy 4139

The laboratory uses the following cutoff levels for its initial test of urine:

<table>
<thead>
<tr>
<th>Substance</th>
<th>Initial Test</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cannabinoids Metabolites</td>
<td>100</td>
</tr>
<tr>
<td>Cocaine Metabolites</td>
<td>300</td>
</tr>
<tr>
<td>Opiate</td>
<td>300</td>
</tr>
<tr>
<td>Phencyclidine</td>
<td>25</td>
</tr>
<tr>
<td>Amphetamines</td>
<td>1000</td>
</tr>
</tbody>
</table>

5. **Confirmatory Test (Urine).** Medtox confirms all initially positive test results of urine specimens by gas chromatography/mass spectrometry (GC/MS). The laboratory uses quantitative analysis for all GC/MS confirmation testing. The laboratory uses the following cutoff levels for its confirmation test:

<table>
<thead>
<tr>
<th>Substance</th>
<th>Confirmation Test (ng/ml)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cannabinoids Metabolite</td>
<td>15</td>
</tr>
<tr>
<td>Cocaine Metabolite</td>
<td>150</td>
</tr>
<tr>
<td>Opiate</td>
<td>300</td>
</tr>
<tr>
<td>Phencyclidine</td>
<td>25</td>
</tr>
<tr>
<td>Amphetamines</td>
<td>500</td>
</tr>
</tbody>
</table>

The five drugs or classes of drugs set forth above, and in the paragraph entitled "Initial Test (Urine)", as well as the initial test and confirmatory test levels, are taken from the U.S. Department of Transportation Drug Testing Procedures. If the Department of Transportation changes its Drug Testing Procedures by adding drugs or classes of drugs, these Procedures shall be modified to and such drugs or classes of drugs, including the initial test levels and confirmatory test levels adopted by the Department of Transportation.

6. **Reporting Results.** Medtox will report all tests results. As to urine tests, the laboratory will report as positive only those specimens confirmed positive by GC/MS. The laboratory will report the results only in writing and will report only to the District's physician. The laboratory will transmit to the District's physician a copy of the Toxicology Chain of Custody form and the Confidential Medical Questionnaire and Consent form for all positive test results. The District physician will consult with the District concerning the results of the urine
analysis and/or blood analysis. The District shall provide copies of such documents to the employee.

7. Record Retention. Unless otherwise notified, Medlab retains all records pertaining to a given specimen for one year in the case of negative results, and for three years in the case of positive results.

8. Storage. Medtox stores all specimens for at least one year and longer whenever requested.

**MISCELLANEOUS PROVISIONS**

**Right to a Representative**
You have the right to request an opportunity to talk to a representative prior to signing this form. However, the District will wait no more than 30 minutes for such a representative to appear. If you request the presence of an employee, the District will provide such an employee with coverage so that the employee is available within 30 minutes.

**Providing the Urine Specimen**
You must provide at least 60 milliliters of urine. If at first you are unable to provide 60 milliliters of urine, collection site personnel will give you 8 ounces of liquid every thirty minutes until you are able to provide 60 milliliters of urine. You may provide your urine specimen in private. Collection site personnel will not observe you.

**Accuracy of Test Results**
The District has taken extraordinary precaution to assure the test results are accurate. The District retained the alcohol and drug testing services of Medtox, a testing laboratory that uses state-of-the-art testing procedures. In the case of a breath test, the District uses the Omicron Intoxilizer Test. The laboratory uses two separate tests to test urine. If the first test produces a positive result, the laboratory will administer a second, more sophisticated test. This second test measures the exact molecules of each drug; every drug has a different molecular structure, just as each person has a different fingerprint. The laboratory's second test identifies each drug by its unique molecular "fingerprint." Only if the second test is also positive does the laboratory report a positive test result. The scientific and medical community uniformly agrees that the combination of tests used by the laboratory produces extremely accurate results.

The National Institute on Drug Abuse regularly inspects the laboratory and has certified that it meets the highest professional standards.

**Chain of Custody**
The District takes exceptional precaution to assure the integrity of each specimen. To ensure an individual's specimen is not accidentally confused with another's, collection site personnel follow a rigorous chain of custody procedure. Individuals providing specimens have a vital role to play in the chain of custody procedures. They must keep their specimen in
view at all times until it is sealed and labeled. Each individual then initials the label on his or her specimen.

**Confidentiality**
Test results are highly confidential. The drug testing laboratory informs only the District's physician.
CONFIDENTIAL MEDICAL QUESTIONNAIRE AND CONSENT FORM

**MEDICAL QUESTIONNAIRE**
During the last thirty days, have you taken any prescription or over-the-counter medication listed below? Check the appropriate box for each medication and list the name of the medication you have taken.

<table>
<thead>
<tr>
<th>Medication</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heart medicine</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asthma medicine</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Allergy or sinus medicine</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laxatives or diarrhea medicine</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nausea medicine</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stomach or intestinal medicine</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diet pills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Depression medicine or mood elevator</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tranquilizers, &quot;nerve&quot; medicine</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sleeping pills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Muscle relaxers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Seizure medication</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pain medication</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
ADDITION QUESTIONNAIRE
Addiction to alcohol or drugs may be a legally protected disability under Federal, state, or local laws. Are you addicted to alcohol or drugs?

YES ____________           NO ____________

VERIFICATION OF CONSENT
The information I have provided on this form is accurate to the best of my knowledge and may be verified by the District.

I consent to provide blood, breath and urine specimens, and consent to the testing of blood or urine specimens by Medlab. I further authorize the release of the test results and any other related medical information to the physician retained by the District to review the test results.

Employee's Name ________________________________

Employee's Signature ________________________________

Date __________________

WITNESS VERIFICATION
I verify that I read this consent form to __________________ (employee's name) and reviewed it with him/her.

Witness' Name __________________

Witness' Signature ________________________________

Date __________________

Approved by Board of Education 7/18/90
Revisions approved by the Board of Education, 6/20/01